**Employee Benefits (Retirement, Health, Family Medical Leave Act)**

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| **Continue on with Fed Ex**  Realize that some companies do not openly discuss their HRM practices. Perhaps the organization you chose for your SLP project is one of them.  So, sometimes you will need to make inferences and borrow ideas from other private-sector companies to build your discussion.  For example, you have looked but can’t find information on your chosen organization's approach to the SLP assignment topic.  But, you have read about other businesses’ approaches to it.  You could discuss those practices as they might work in your SLP organization.  This is an acceptable approach for this assignment.  Remember that the SLP organization that you have chosen is your "framework" for your SLP project.  (Many of the companies, however, on the list do have their HRM practices widely known and written about.  Always look first to see what you can find.)  This link has some pertinent information about other companies that might be useful to you as you work on your SLP assignments  [http://govinfo.library.unt.edu/npr/library/Best-Practices.htm](http://staff.tuiu.edu/exchweb/bin/redir.asp?URL=http://govinfo.library.unt.edu/npr/library/Best-Practices.htm).  Whether or not you utilize some of the information from this website is up to you.  Another idea--search ProQuest for the HRM topics you are looking for and see what appears.  HRMagazine and HR Focus, for example, are magazines written for HRM professionals (both found in ProQuest (TUI Library).  Many of their articles discuss specific employer programs.  Again, we are not looking for factual information specific to your chosen SLP employer.  We are looking at current, HRM-specific information that might be applicable to the employer you have chosen.  For your assignment you will be examining how current case law adds to your reading about employee benefits.  There are at least two sources ([FindLaw](http://www.lawcrawler.com) & [Cornell](http://www.law.cornell.edu/topics/Table_Labor.htm)) that are useful to help you find recent decisions that you can sort by state.  You can also scan through Lexis Nexis Academic to find recent cases from your state: <http://www.touro.edu/library/sites/ProprietaryDatabases.asp> (scroll to the entry LexisNexis Academic and click on it).  You can also use any other sites if you can find a source for recent state court decisions that involve "employment law," including: <http://www.lawcrawler.com> or <http://www.law.cornell.edu/topics/Table_Labor.htm>  Scan through the recent court decisions (appeals courts or otherwise) that involve employment law relating to employee benefits.  Pick two decisions about employee benefits that you find interesting.  **For each case:**  **a. Provide details of the case, including a reference citation listing the full name of the case, court tried and date.**  **b. Identify and discuss how each case relates to issues discussed in your background readings and/or research.**  **c. Discuss the implications that you see for your SLP organization. Discuss changes to practices in your SLP organization that you recommend take place relative to these court case outcomes.**  **4) Finish your paper by reaching a conclusion about what you've learned.** |